

Article 2

2.1 Bargaining Unit Defined

Change to Dean's Assistants, Vice President's Assistants and include the Director of Budgeting as Excluded.

This allows for the exclusion of position groups rather than individual positions. What it means for UCFV is that we get four more individuals out of the bargaining unit.

Shelley Drysdale, FSA

Barry Bompas, UCFV

Article 14

14.11 Evaluation of Senior Administrators

Evaluations of Deans, Vice Presidents and the Executive Director are the responsibility of the President. Other excluded members will be evaluated as per their contract with the University College. The President will determine the substance and process for evaluation during the five year term of appointment.

Timelines for evaluations during the term are as follows:

1. at the end of the first year following appointment
2. four months prior to the completion of the term
3. any other time during the term at the Presidents discretion

Submission from applicable department heads, faculty, staff and administrators will be used to complete the evaluation. A form with selected questions will be sent to designated employees selected by the President with input from the President of the Faculty and Staff Association.

Comments will be collected and maintained by the President's office in a confidential manner. A summary which protects anonymity will be provided to the incumbent.

Areas of concern will be addressed with the incumbent, and opportunity for improvement and re-evaluation will be provided.

This clause has been in the collective agreement and what you see here expands it out and follows a process we have always used at UCFV. We arrived at some wording that satisfied them. The wording is such that the power still resides totally with the President.

Shelley Drysdale, FSA

Barry Bompas, UCFV

Article 24

24.10 Development Allowance

The Development Allowance will increase April 1, 2004 from \$350 to \$500 per fiscal year.

As explained on attached memo.

Shelley Drysdale, FSA

Barry Bompas, UCFV

Article 24

Staff Educational Leave

UCFV will set up a separate mechanism in 2004/2005 to be implemented in 2005/2006 to allow less senior applicants access to leaves.

There is no money attached to this. UCFV wants to get more leaves based on merit, not seniority when it comes to staff. This wording leaves it up to UCFV to set up the mechanism.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Development Allowance Adjustment

It is agreed that those employees in the faculty component who have reached the top step of their scale between April 1, 2003 and March 31, 2004 shall receive a \$700 per FTE increase in the Training and Development Allowance. This payment to be made after metrics are provided to PSEA and PSEC showing productivity savings have been achieved. Directors are not included.

We have received authorization from PSEA & PSEC to make this payment. With the deletion of a salary scale from our collective agreement a savings of about \$216,950 per year should result. If it does we can make this one time payment.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Research/Faculty Recruiting

It is agreed that a joint committee will review the issues surrounding faculty research and faculty recruitment.

Management wanted to have a mechanism to meet with faculty to discuss future research and recruiting issues. This allows a joint committee to make some recommendations to both management and the union.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT

Awarding Occasional Work to Staff within a Department

The University College of the Fraser Valley and the Faculty and Staff Association agree to form a committee consisting of the Staff Grievance Chair and the Employee Services Director to develop contract language for awarding occasional, additional work to staff within a department. The intention of this committee is to develop a process which is equitable and consistent with the terms and conditions of the collective agreement, and respects the needs of departments for flexibility in meeting short term, unexpected staffing needs. This committee will submit a report to the Vice President of Finance & Employee Services and the President of the Faculty and Staff Association by the end of November 2004.

This has been a bone of contention within some departments. We have some half time, ongoing people who feel that extra hours are going to temporary people and should be going to them. I wish the committee the best of luck. My view is they will never be able to figure out how to develop a process to achieve the objective, therefore, in all likelihood, by the end of November there will be no report.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT

Awarding Overtime Work to Staff within a Department

The University College of the Fraser Valley and the Faculty and Staff Association agree to form a committee consisting of the Staff Grievance Chair and the Employee Services Director to develop contract language for awarding overtime work to staff within a department. The intention of this committee is to develop a process which is equitable and consistent with the terms and conditions of the collective agreement, and respects the needs of departments for flexible and efficient functioning. This committee will submit a report to the Vice President of Finance & Employee Services and the President of the Faculty and Staff Association by the end of November 2004.

This is another clause that staff are concerned about. Therefore, we have set up a committee. I don't see any conclusion coming out of it. However, we have given so little to staff in this round that I have agreed to this and another clause on extra work simply so the bargainer for the union can show that they made some headway on issues for staff.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT Rehiring Retired Staff

The University College of the Fraser Valley and the Faculty and Staff Association agree to form a committee consisting of the Staff Grievance Chair and the Employee Services Director to develop contract language for the rehiring of retired staff at the University College. This committee will submit a report to the Vice President of Finance & Employee Services and the President of the Faculty and Staff Association by the end of November 2004.

At present, we are limited to 150 hours for a retired staff member. The FSA has received a lot of pressure from employees in their late 50's and early 60's for more hours of work. The person retires and we (UCFV) will determine if they come back. I expect that the maximum we can expect from the committee would be 400-500 hours of work per year, mainly in our Admissions and Records area. This is not a retirement incentive issue this is simply retired individuals wishing some work at UCFV. They would retain no rights at all under the collective agreement.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Pay Schedule

For the term of this agreement the Pay Schedule will remain the same as those in place April 1, 2003.

What this means zero in 2004/05 and zero in 2005/06.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Part-time Faculty Scale

It is agreed that all part-time faculty will be paid from the Sessional Scale starting April 1, 2004 and that the scale used to pay part-time faculty 50% or greater will no longer be in the Collective Agreement.

This agreement gets rid of a scale and it allows the savings to be generated for the \$700 payment referred to in the Training and Development Allowance clause in this package.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Graders

UCFV agrees to review the trial on graders and report to LAMM by November 1, 2004.
The review will be chaired by the Vice President Academic or his designate.

We have a category called Graders. Our view is that it isn't working. This agreement is just to review whether we want to continue this or not in 2005/2006.

Shelley Drysdale, FSA

Barry Bompas, UCFV

LETTER OF AGREEMENT
Sabbatical Leave vs Research Leave

It is agreed that a review of these two (2) leaves will be undertaken with the FSA putting forth the issues they feel should be resolved. The Vice President Academic will call the first meeting by contacting the President of the Faculty and Staff Association.

*The issue on these two is that the process and approval that rests with the Vice President Academic, seems to be cloudy as far as the union is concerned. In this letter of agreement all we have agreed to is that our VP Academic will listen to people. When you see Sabbatical it is really Educational Leave.
The process hasn't changed and it won't.*

Shelley Drysdale, FSA

Barry Bompas, UCFV

TERM OF AGREEMENT

The Agreement between the University College of the Fraser Valley Faculty and Staff Association and the UCFV Board will be from April 1, 2004 to March 31, 2007 for all issues except there will be a wage re-opener April 1, 2006. It is recognized that there may be a PSEC mandate in place for the 2006/2007 year that will need to be followed.

Shelley Drysdale, FSA

Barry Bompas, UCFV